



## Annual General Meeting Report May 28, 2017



### Advocacy

Position Papers

Editorials

Tambourine Army

### Community Hub

Caribbean Canadian Seniors

Fundraising for Jamaican Farm  
Workers & Haiti

Walk Good Walkathon

### Education & Culture

Boonoonoonos Brunch

Jamaica Independence  
Celebrations

Grand Market

### Youth

Scholarships

Saturday Morning Tutorial  
Program

Robotics

Spelling Bee

Black History Month Event for  
Students

Leaders of Tomorrow Summer  
Camp



Mission

The Jamaican Canadian Association (JCA) is to deliver programs and services, provides a physical hub, and to advocate to improve the well-being and equity of Jamaican, Caribbean & African-Canadian communities within the Greater Toronto Area.

Vision

The Jamaican, Caribbean & African-Canadian communities will be a socially and economically equitable group that is represented and contributes at all levels to a strong diverse Canada.

Values

**Respect & Dignity** - Staff, volunteers, and community members who participate in JCA activities and use its services will treat each other with respect and dignity.

**Diversity** - We value and respect the diversity of our staff, the people who make up our membership, and of those who use our services regardless of their racial and cultural backgrounds, religion, age, sex, sexual orientation, and visible/invisible challenges.

**Integrity** - We employ honesty and ethical decision-making practices in all that we do.

**Advocacy** - We recognize the need to increase resources to contribute to the well-being of the communities we serve. We support this position by working with individuals, organizations, and others in an effort to influence the policy decisions that impact these communities.

**Excellence** - We are committed to ensuring that clients and customers receive high quality services from well-informed and well-qualified staff.

We acknowledge the financial support of the following funders:

- Ministry of Children & Youth Services
- Ministry of Community & Social Services
- United Way Toronto & York Region
- Ontario Women's Directorate

Our Team

In 2013, the JCA membership voted to separate the social services from its membership into three entities:

- i. Jamaican Canadian Association – culture, advocacy, community development
- ii. CAFCAN Social Services – fully funded social services programs for the African-Canadian community
- iii. JCA Charitable Foundation – raises funds to support the other two organizations. The Foundation is not yet established.

2016 – 2017 JCA Board of Directors

- Adaoma Patterson – President
- Leo Campbell – Vice President
- Glenroy Williams – Treasurer
- Renea Douglas – Executive Secretary
- Alton Brooks – Director of Communications
- Yolande Davidson – Director at Large
- Michelle Dolly-McKenzie – Director at Large
- Chris Campbell – Director at Large



JCA Staff

- Jennifer McFarlane – Hall Rental Sales and Services Supervisor
- Desmond Marriot
- Renford Whyte
- Randy Smith

Admin & Finance Team (JCA & CAFCAN)

- Aida Kurman-Galiyeva - Book-keeper
- Mark Kovats Financial Consultant
- Augustine Olocheedache - Book-keeper Assistant
- Marie Chapman - Reception & Admin-Program Support Staff



2016 – 2017 Caribbean African Canadian Social Services Board of Directors

- Kemi Jacobs – Chair
- Maureen Henry – Vice Chair
- Diane Davy – Treasurer
- Chantelle Tyrell – Secretary
- Shawnee Hardware – Director at Large
- Shadya Yasin – Director at Large
- Christien Levien – Director at Large



CAFCAN Staff

- o Acting Co-Directors - Grace Williams and Mansur Mussa
- o Mary Mark - YOW Program Lead
- o Paulette Crooks-Drummond - Caribbean Youth / Family Service Coordinator/Parenting Counsellor
- o Beverly Valentine - Family Services /Intake Worker
- o Trecia Lamey - Family Services / LIP Counsellor
- o Janelle Campbell - Violence Against Women Counsellor
- o Troy Logan - Provincial Youth Outreach Worker
- o Noeline John - Employment Counsellor
- o Simone Hasfal - Job Developer
- o Ann-marie Whyte - Resource Worker

Caribbean Canadian Seniors Volunteers

- Ismay Murray
- Loy Manning
- Eualee Smith
- Kathleen Gordon

Volunteer Receptionists

- Janet Neilson
- Fay Joseph
- Vina Bennett



President’s Report – Adaoma Patterson

Overview of Year

It has been an incredibly busy, rewarding, challenging year for me in my role as President as well as personally. I must give a special thank you to the board and members who stepped up and filled in for me while I have been on medical leave. JCA continues on its journey of change at a time when there is increased scrutiny on justice and education systems that continue to perpetuate systemic discrimination and racism, when cultural appropriation is rightly being challenged, when a new generation is standing up and saying Black Lives Matter. It is clear that many of the gains our community worked for in the 1960’s and 1970’s are being eroded which reinforces the fact that JCA is needed now more than ever. Not as a provider of social services but to teach our children their history and culture, document and share the contributions of our community to the GTA and Canada, push for policy changes, increase political impact and contribute to the development of an increasingly diverse community. There is a void in our community and a JCA focused on advocacy, culture, education, youth and serving as a hub for community engagement is the right thing to do. I am heartened with the feedback we have been receiving from you and others in the community; it confirms that despite our challenges, we are on the right road.

Beginning with board orientation in June, I dug into the role and focused on gaining a complete picture of the current state of the organization, identifying priorities, working with CAFCAN board to resolve outstanding HR and operational issues, supporting new board members to understand their role as well as the organization and, communicating with partners and others about JCA.

Board Leadership & Governance

The Board began with a team building and orientation meeting in June at Belleeny’s Restaurant and Lounge. This meeting helped to lay the foundation for the next 12 months and I am pleased to say that for the most part, we have worked cohesively. Board members bring a wealth of knowledge and experience which has resulted in a relatively smooth transition and learning curve. In addition to the orientation session, several JCA and CAFCAN directors participated in board governance training to better understand their legal and fiduciary responsibilities as a director. This will be repeated for the incoming directors. Additionally, the Nomination Committee distributed a survey to board members to gauge understanding of our role, identify challenges and make recommendations.

Operational Activities

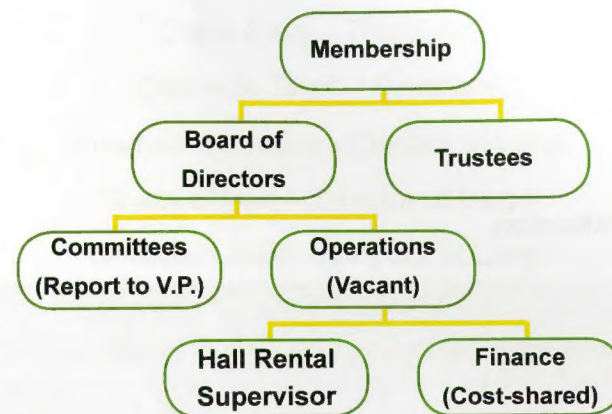
Along with Director Michelle McKenzie-Dolly, I am a member of the Joint HR Committee with CAFCAN. This committee is responsible for addressing JCA and CAFCAN staffing issues and performance, collective bargaining and the current reorganization.

Much of the year has been devoted to implementing the organizational chart approved by the membership in 2013. The chart was revised by the previous president and board and this board adopted a similar version based on current resources and a May 2016 membership motion to eliminate the Executive Director position at JCA.



As reported at the February Quarterly meeting, effective April 1, 2017 the position of Hall Rental Operator was eliminated and replaced with a Hall Rental Sales and Services Supervisor. Jennifer McFarlane was offered this position and will continue working in the new position.

### JCA Organizational Chart



### Financial Viability & Fundraising

Addressing operational challenges occurred simultaneously with a critical look at JCA's current and future finances. As reported previously, JCA has been grappling with increased building costs and stagnant revenues including fundraising. This has resulted in a year over year deficit that we are committed to addressing. This includes resolution of and a formal agreement for an 'interagency fund' with CAFCAN. The previous Treasurer Roy Williams spoke about this but the board has focused on understanding the debt and more importantly identifying solutions, including a sound plan of action to ensure JCA remains viable. The good news is that the fund is decreasing and JCA is paying its share of costs. More will be said about this at an upcoming meeting the week of June 14.

I brought together a team consisting of Roy Williams, Audrey Campbell, Glenroy Williams, Owen Dunbar, Alton Brooks, Renea Douglas to develop a business plan for the organization. This document will be used to guide this and future boards efforts to increase revenue. It identifies the current state of JCA's hall rental services, proposes targets to increase rental, bring costs in line with revenue and identifies possible social purpose enterprises. Additional information on this issue will be brought to the membership in the near future.

### Acknowledgements

- A sincere thank you to my colleagues on the board for your humour, consistency, commitment, work ethic and ability to keep moving despite the challenges and obstacles. To those leaving the board, Leo Campbell, Chris Campbell, Alton Brooks, a special thank you for your contribution over the past two years
- To committee chairs, Pam Reynolds, Owen Dunbar, Radhika Garnett, I appreciate your hard work. The JCA cannot survive without dedicated committee chairs and members.
- Grace Williams and Mansur Mussa thank you for going above and beyond consistently and supporting JCA in innumerable ways
- CAFCAN Board – thank you for your support and staying the course
- To Aida Kurman-Galiyevia and Augustina Olocheedache in the finance office for your expertise and hard work
- To Jennifer McFarlane for managing our hall rental services
- To Past Presidents Audrey Campbell, Herman Stewart, Roy Williams, Erma Collins, Miah Bailey for your advice, wisdom and mentorship
- To you the members for your ongoing support, words of encouragement

- To those who heeded the call and donated to the *Burn the Mortgage Campaign* – to date we raised \$10,000; the mortgage renewal date is May 2018
- To Kamala—Jean Gopie and Grace Williams – for your generous contributions that resulted in a renovated Members Lounge space and new stage curtain respectively
- To Sylvanus Thompson for leading several important initiatives this year including Boonoonoonos Brunch, Scholarship Awards, and the upcoming Independence Gala.
- To the Raffle Committee for staying with a very laborious process to finally be able to launch our 2017 raffle

### Successes and Accomplishments

There is never enough time in a day or week to accomplish all the JCA tasks but I am pleased with the progress we made and will continue to make this coming year.

- Started and or completed 70% of commitments outlined in my campaign document including:
- Board team building/orientation
- Release of the board's action plan
- Work on processes operational processes such as tax receipts – I changed the policy that had staff issuing tax receipts only at the end of the year. Tax receipts are now being done as the donation is provided.
- Provided three comprehensive updates to members
- Began the process of addressing JCA's debt including understanding the source of the debt and possible solutions
- Along with Yolande Davidson, represented JCA at the Black Community Day on Parliament Hill. This lobby day which included twenty-five organizations from five cities across Canada, was a first for the Black community. Collectively, we met with 60 MP's. Plans are underway to continue this work.
- Applied for and received a small \$8000 grant for the Caribbean Canadian Seniors
- Received close to \$25,000 in additional infrastructure funding from MCYS
- Appeared in a number of media outlets to discuss and promote JCA: Tough Times Social Justice Newspaper, Rogers TV Peel and Toronto, GBKM FM

### Outreach & Partnerships

- The Board and I spent a significant amount of time responding to requests to partner or work with JCA in some capacity. A number are still in discussion or negotiation but the following represent a small sampling of such partnerships:
- In October 15 we partnered with the Toronto Black Farmers & Growers Collective to host a farmer's market. It was a great opportunity to reach a new audience and received much attention on social media. Future partnerships include food education workshops to teach people how to properly prepare the vegetables.
- Caribbean Tales Film Festival, TIFF Bell Lightbox & Allied Integrated Marketing – established official partnership with CTFF which will result in ticket giveaways and exclusive offers to JCA members. Caribbean Canadian Seniors attended a film screening at TIFF and Allied Marketing has provided complimentary tickets to films
- Established official partnership with Jamaica National Basketball Under 17 team
- Worked with Sai Dham Food Bank in Malton to deliver food to Jamaican farm workers.



## Next Steps/Outstanding for Next Year

- Identify much needed supports for the Caribbean Canadian Seniors and Saturday Morning Tutorial Program.
- Creation of a youth shadow board – incoming board member will take the lead
- Secure resources to support the operational tasks
- Increase hall rental revenue as per business plan targets for 2017/2018
- Preparation for provincial and municipal election initiatives

## Vice President's Report – Leo Campbell



### Overview of Year

*"No one, not rock stars, not professional athletes, not software billionaires, and not even geniuses ever makes it alone."* - Malcolm Gladwell

As I conclude my tenure, I must express my profound appreciation to the entire membership of the Jamaican Canadian Association, the JCA President Adaoma Patterson, my Board Colleagues and to so many individuals who afforded me the privilege of service and the tremendous support of the Jamaican Canadian Association.

Together because of the work of our dedicated volunteers, our committee chairs, supporters and sponsors, The Jamaican Canadian Association continues to **deliver programs and services**, provide a **physical hub**, and to advocate to improve the well-being and equity of Jamaican, Caribbean & African-Canadian communities within the Greater Toronto Area.

### PROGRESS

#### A Physical HUB: "Let's Get Together for Haiti - Relief Concert."

In a powerful show of unity and concern for Haiti, a number of Caribbean organizations, along with the Caribbean Consular Corps, came together in a mammoth relief effort titled "Let's Get Together for Haiti - Relief Concert." Dr. Sylvanus Thompson, past JCA Vice President (Chaired), Hurricane Matthew brought new devastation to the Island nation of Haiti. With sustained winds of up to 230km/h Matthew has destroyed crops, flattened homes, swollen rivers, washed away bridges and taken lives.

The Jamaican Canadian Association (JCA) and the Caribbean community hosted a fundraising concert event on Thursday, November 10th, 2016. The event was further made possible with the support of community sponsors and donors (in-kind food) for this event with the additional support of esteemed and notable local artists, musicians, presenters, mc's and entertainers. Specifically, we asked local business to donate food items that were to be sold, and/or make a monetary contribution that would go towards the staging of this community fundraising concert event. The JCA donated the venue in support of the cause as a major sponsor. The event raised more than \$3000.



## 2016 PARTNERSHIPS

### Citizenship Initiative Group (CIG)

Canadian Citizenship information session was held on Thursday Dec 1st, 2016 with over 300 persons in attendance. Topics included: The benefits of Canadian Citizenship, including the dispelling of the notion that you cannot have the privilege of dual citizenship; Presentations included the Consul General Lloyd Wilks on current matters in Jamaica on behalf of the Jamaican government; Informing participants that becoming a Canadian citizen will not compromise the citizenship of those who were born in Commonwealth nations.

The JCA aims to execute the Citizenship Swearing-in ceremony at the JCA Centre during the Canada 150 and the Jamaica Canadian Association 55<sup>th</sup> Anniversary.

### The Jamaican Canadian Association Celebrated Financial Literacy Month with the Launch of the JCA Family Strengthening Series hosted on Saturday, November 12, 2016.

The event was facilitated by guest presenters from The Canadian Association of Urban Financial Professionals who presented interactive workshop for all community attendees.

### The JCA Family Strengthening Workshop Series

The JCA Family Strengthening workshop series was piloted during the year. The workshop will enable the Jamaican, Caribbean & African-Canadian communities to gain the knowledge, tools and opportunity to network, build stronger networks and learn from our invited Guest speakers. The workshops will also help our constituents to gain a better understanding on how to create and sustain financial stability, career and personal development whilst building their socio-economic development and/or advancing their personal pursuits.

### SIGNATURE 2016 EVENTS

#### The Jamaican Canadian Association (JCA) celebrated its 54th Anniversary and Jamaica's Independence Gala 2016

On Saturday August 6th, 2016, The Jamaican Canadian Association (JCA) celebrated its 54th Anniversary and Jamaica's Independence with its annual gala held at the Jamaican Canadian Centre, 995 Arrow Road. The Gala dinner and dance was headlined by Senator The Honourable Kamina Johnson-Smith, Minister of Foreign Affairs and Foreign Trade of Jamaica.

The evening's keynote speaker Senator the Hon. Kamina Johnson-Smith, who is the first female and youngest Foreign Affairs Minister in Jamaica's history, spoke elegantly about her role and vision. One key priority will be increased Diaspora engagement and partnership, including greater input by youth. Another principal policy is the attainment of economic growth and creation of jobs via the new Ministry of Economic Growth and Job Creation. Many high level initiatives are on the table. Per the Minister "sustained engagement and collaboration will allow us to work Stronger, Together, Forever." (Reference Press Release August 8, 2016)



## Awards Committee

Annual Awards continue to recognize the contribution of an individual (s) who exemplify strong leadership in any activity that impacts the Jamaican, Caribbean and African Communities in the GTA in a positive way. This includes but not limited to areas such as Emerging Leadership, Research, Education, Sports, Social Justice, Mentoring, Journalism, and Health that contribute to the enhancement of productive and courageous citizenship.



## We Remain As ONE

We must agree that the work is not over and we must continue to run the race! I borrow the words of President Obama, in saying "Think about the race that you have run. Think about the race ahead. If we keep taking steps toward a more perfect **community**, and close the gaps between who we are and who we want to be, "**Canada**" will move forward. There's nothing we can't do.

I acknowledge there is a lot more to go. But someone once said, "Sometimes, struggles are exactly what we need in our life. If we were to go through our life without any obstacles, we would be crippled. We would not be as strong as what we could have been. Give every opportunity a chance, leave no room for regrets." So while we have not completed the journey, let us be grateful that we have been on this road accomplishing so much together!

Let us continue to be unwavering, dedicated and committed to service of our community! Let us continue to stand shoulder to shoulder to fulfill our mission! Sincerest Thanks & ONE LOVE!

## Acknowledgements

I want to say thank you to the Committee Chairs, Pam Reynolds (Membership Services Committee), Radika Garnett (Women's Committee), Owen Dunbar (Building Committee), Hyacinth Wilson (Awards Committee), Vilma Garnett (Saturday Morning Tutorial Program) and Ms, Nicole Harriott and many, many committee volunteers for your continuous support of the JCA, but most importantly, for the work that you are doing in our Association and our communities all across the Greater Toronto Area every single day!

Your work may not always be received with a lot of fanfare. Sometimes it's lonely work; sometimes it's hard work; sometimes it's frustrating work. But it's necessary work. And it builds on the history of our organization the JCA.

*"Progress is the attraction that moves humanity." - Marcus Garvey*

## Next Steps/Outstanding for Next Year

### FORGING AHEAD 2017 – 2018

#### Celebrate: The Jamaican Canadian Association 55<sup>th</sup> Anniversary and Canada 150<sup>th</sup> in 2017

The JCA and Jamaica celebrates its 55<sup>th</sup> Anniversary and Canada 150<sup>th</sup> Anniversary in 2017. These milestones will be celebrated through our signature events to include the JCA 55<sup>th</sup>

Anniversary/Independence Gala & Awards Dinner, The JCA Flagraising Ceremony at City Hall, JCA Open House along with other Recreational and Social activities in the year.

## Treasurer – Glenroy Williams

### Overview of Year – June 2016 to May 2017

My goals for the year were to provide oversight on the JCA finance; in producing an interim realistic budget for the 2016/2017, and an annual budget for the 2017/2018, to oversee a successful audit at the end of year. For the period the monthly financial report was prepared and tabled at Board meetings. The interim budget for the 2016/2017 was prepared and the annual budget for 2017/2018 was prepared and submitted to the board. The Audit is more than 80% complete at the time of writing.

### Acknowledgements

- First and foremost I would like to thank fellow members of the Board for their support.
- I also thank the members of the finance and audit committee who sacrificed their time on the weekends, going over the costs reductions exercises.
- Last but not least thank you to the staff of the Finance Department who work tirelessly to ensure that the figure are accurately reported and in a timely manner.
- Special mention for Ms. Andrea Benaim, and team the Auditors, who on the short notice accepted the challenge to get the job done.

### Successes and Accomplishments

- Completion of the interim budget for 2016/2017
- Completion of the Annual Budget for 2017/2018
- Completion of the monthly financial reports for submission to the board
- Through the finance committee; a number of cost saving initiatives
- Implementation of the "burn the mortgage" initiative.

### Next Steps/Outstanding for Next Year

- Through the finance committee continue drive to reduce cost of operations
- To examine and identify new ways to increase income to the organization



## Director of Communications - Alton Brooks



### Overview of Year

The Communications department tried to continue the momentum that was gained in the prior year. The JCA is asked to comment on many issues on a regular basis from newspapers and community radio stations, meaning our words and what we stand for are relevant and important.

- Increased the amount of information available to members and friends about current events, advocacy, Saturday Morning Tutorial Program, and other relevant community events
- Increased the Social Media imprint, specifically Face Book and Twitter
- Worked with membership to correct member email addresses
- Notified members of Bereavement, Obituaries and illness
- MC for 2016 Jamaica Independence Flag Raising Event
- Responded to media requests for quotes from President and details on JCA news (Internet Radio, Pride – Gleaner – Share – Caribbean Camera)
- Ensure news releases are sent to media prior to and after JCA events
- Assisted in Marketing and Promoting of all JCA Events and initiatives via direct and indirect methods (FB- Twitter- Website) (JCA Burn the Mortgage Campaign –Haiti Relief- *Citizenship Initiative Group*)
- Continuous Website maintenance and upgrading , adding content
- New partnership Initiatives presented by PACE Canada and Caribbean Tales
- Continued Partnerships with various movie studios for movie ticket offers to membership – Fox Searchlight

### Member of the following committees:

- Nomination Committee
- Business Plan
- 54 & 55 JCA Gala Committee
- HAITI Relief Concert committee

### Operational Activities

- Along with Executive Secretary served as project managers for replacement of roof
- Completed roof on budget
- Worked with former ED and Program Manager on Phone System upgrade / quotes – delivered 50% savings to monthly phone costs.
- Assisted Finance Dept to arrange financing

### Events

- Attended Martin Luther King Celebration
- Attended Denham Jolly Book Launch
- Attended and Assisted Boonoonoonos Brunch
- Became a member of the Nominations Committee
- Assisted Advocacy group with Movie Screening
- Assisting Women's Committee IWD Event
- Covered Raphaelita Walker Community Tribute

### Acknowledgements

Any and all who have lent a hand in increasing our level of communication and engagement.

Simone Banton-Piper, Yolande Davidson, Corenne Jochim, Adaoma Patterson, Michael Carter, Roy Williams, Audrey Campbell, Cheryl Ewan, Nadine Mclean , Pam Reynolds, Sylvanus Thompson, Summer Students, Share newspaper, Caribbean Camera , Toronto Caribbean ,CBC Radio, G98.7, Caribbean Tales, Craig Wellington, PACE Canada

### Successes and Accomplishments

- Grew Social media site activity and engagement over 100% year over year.
- Received over 25% increase in Likes/Followers to Face Book Corporate Page, from 2000 prior year 2016 to almost 2800 in 2017.
- Twitter has over 2000 tweets and 2238 followers keeping up with our story.

### Web Usage & Profile

- Women 65% Men 35%
- 75% of users are aged 25-54

### Next Steps/Outstanding for Next Year

- Use Constant Contact to standardize emails
- Begin YouTube video uploads of events and community engagements as well as regular video messages from the President
- Building out a full team including photographers, media writers, editors, etc.



Director at Large (Advocacy) – Yolande Davidson



Overview of Year

A year ago when I ran for the position of Director-at-Large, my primary goals were to strengthen partnerships and increase the JCA's community presence, particularly in the advocacy space. Over the past twelve months, my efforts have been focused on meeting these commitments as well as growing my understanding of the organization, its activist history and how the JCA can do its part to address the challenges facing our community today.

The advocacy work undertaken this year has cut across several sectors and issues, including policing, human rights, research ethics, education and political action, beginning with my participation fundraising activities in August 2016 for Jamaican seasonal farm workers devastated by fire. Since that time I have attended public consultations hosted by the Ontario Anti-Racism Directorate and Toronto Police Service's (TPS) Transformational Task Force on TPS modernization. In addition to drafting a formal submission to the Task Force regarding its interim report and recommendations for improving policing in the city, I provided feedback at the Driftwood Community Centre and Toronto City Hall consultations. I also attended the inaugural consultation of the Independent Police Oversight Review hosted here at the JCA, where I provided an oral submission with recommendations for improving accountability of the Special Investigations Unit and other police oversight bodies.

In the fall of 2016 I partnered with a coalition of concerned African Canadians on ongoing advocacy related to the final report and conclusion of the Black Experience Project. In January, with the Canadian HIV/AIDS Legal Network, I co-hosted a film screening of *The Abominable Crime*, a documentary regarding the human rights abuses faced by Jamaicans in the LGBTQ community. In February the President and I participated in a Parliament Hill Lobby Day with a coalition of organizations to advocate for action on challenges facing African Canadians and to gain support from Members of Parliament (MP) for official recognition by the Canadian government of the United Nations Declaration of the International Decade for People of African Descent. In total, our group met with over 50 MPs.

At the invitation of the Centre for Israel and Jewish Affairs (CIJA), I attended a roundtable discussion between Mayor John Tory and the Interfaith Council regarding hate crimes in the city; CIJA staff and I are exploring further opportunities for partnership. I also sit on the Toronto District School Board Black Student Achievement Advisory Committee on behalf of the JCA.

It's often said that, to know where you're going, you have to know where you've been. The historical efforts and achievements of the JCA have greatly informed and motivated my current efforts on the advocacy file, as well as a renewed advocacy vision and priorities for the JCA, which I worked with the Advocacy Committee to develop over the past year in consultation with members.

Acknowledgements

I am deeply grateful for the consistent support that the members of this organization have shown me from the very start. So many of you, too many to name, have rallied around this Board, motivated us, held us to account, challenged and inspired us. You are the heart of this organization.

I would be remiss if I didn't acknowledge the encouragement I've received from several past presidents, whether it was in the form of a kind word at a meeting, advice on overcoming challenges, or support for my initiatives. My sincerest thanks to all of you.

If our members are the heart of the JCA, our staff are its arteries. Thank you to the JCA/CAFCAN staff who do the daily work that helps make manifest our goals and desires.

To my colleagues on the Advocacy Committee, the expertise, insight and effort you have put forward to advance the goals of the JCA are appreciated. I must also recognize my colleagues on the Scholarship Committee, who worked tirelessly this year to ensure that our young people continue to have access to the resources they need to pursue greatness.

The last but not the least of my thanks are reserved for my fellow Board members. We've spent many hours working together for the greater good of the JCA and I am better for it. You each bring unique gifts to this work, all of which are grounded in an unwavering pride in and passion for this organization, its history and legacy. Thank you.

Successes and Accomplishments

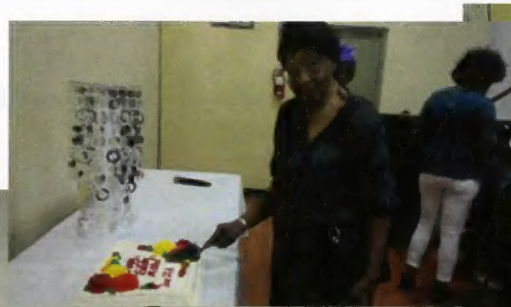
I'm spoiled for choice in choosing from the many memorable and impactful experiences I've had since last May. Highlights from my first year on the Board include completion of my first formal consultation submission to TPS Transformational Task Force; participation in Parliament Hill Lobby Day; advocacy with the Coalition of Concerned African Canadians on the Black Experience Project regarding its conclusion, transfer of the project data to the community for greater accessibility and equity in research, and publication of the final report; partnership with the Canadian HIV/AIDS Legal Network to bring forward the stories of LGBTQ Jamaicans; and, the development a new advocacy vision and priorities to guide our work as we move ahead.

Next Steps/Outstanding for Next Year

In the months ahead, my efforts will continue to focus on building and growing partnerships with other organizations to broaden the impact and reach of the JCA's work. A dedicated advocacy space on the JCA website to house updates, news stories and resources, as well as more focused advocacy events at the JCA on various issues are also priorities.







Thinking about running in the upcoming 2018 elections? Don't know where to start? Join us at the JCA for our election readiness event:

## SO YOU THINK YOU CAN RUN

Join us with your team and learn about:

- Campaigning 101
- Crafting your message
- Volunteer recruitment and coordination
- Effective Communication
- Fundraising
- And much more!

Facilitated by: **Ida Burrell** (Former Candidate, Toronto City Council)

With guest panelists:

- Matthew Green** (City Councillor, City of Hamilton)
- Rob Davis** (Founder, Campaign Solutions Inc.)
- Tiffany Gooch** (Political Strategist, Emergence & Strategic Canada)

Jamaican Canadian Association  
996 Arrow Road  
Toronto, ON  
April 15, 2017  
1:30pm - 4:30pm

Brought to you by the JCA's Political Advisory Committee. Please RSVP your attendance by April 8 to [carolee.davis@gmail.com](mailto:carolee.davis@gmail.com)



## A Year in Pictures





## Director at Large (Human Resources) - Michelle Mckenzie-Dolly



### Overview of Year – June 2016 to May 2017

This was my first year at the JCA and my goal as a Board Member was to develop a comprehensive appreciation of the organization's culture and operational principles. Over the year I have been blessed with the support of the President and all other colleague board members who were very accommodating. I have also received encouragement and support from former presidents and other leaders of the organization.

In November I transitioned to be the JCA representative on the CAFCAN Board ensuring that the interest of the JCA was being protected and serving as a liaison between the organizations. Within this portfolio I was integral part of the supervision of the former Executive Director and assisted with the employment separation procedure and the CAFCAN leadership transition process.

As a member of the Human Resource Management Committee, I assisted with numerous Human Resource activities inclusive of labour relations activities: collective bargaining, development of the Hall Rental Supervisor Position and representing CAFCAN/JCA at Human Resource related activities.

### Acknowledgements

- JCA Board Members
- CAFCAN Board members (Official JCA Representative)
- CAFCAN Staff
- HR Committee members
- Boonoonoonus Brunch Planning Committee Members

As a member of the Human Resource management Committee:

- Assisted with the transition of CAFCAN leadership
- Assisted with development of the new Hall Rental Supervisor position aimed at improving customer service and increasing hall rental revenue.
- Partnership agreement with Caribbean Tales Film Inc.

### Next Steps/Outstanding for Next Year

- Agreement to be reached with Collective Agreement (CUPE)
- Change Management Strategies to assist with organizational development
- Implementation of Customer Service initiatives to promote increased hall rental revenue

## MEMBERSHIP SERVICES – Pam Reynolds, Chair

The Membership Services Committee continues to open new doors for the community in a variety of ways and promote the benefits of membership in this 54 year old organization.

Becoming a member of the Jamaican Canadian Association has many advantages. There are numerous benefits that being a member of the JCA offers:

This past year we successfully hosted the following events:

- July 17<sup>th</sup>, 2016 Annual Family Fun Day
- July 31<sup>st</sup>, 2016 Annual Flag Raising Ceremony
- September 11<sup>th</sup>, 2016 – Annual Seniors Appreciation Brunch
- November 12, 2016 Family Strengthening Workshop
- December 1<sup>st</sup>, 2016 - Citizenship and Immigration Initiative
- December 4<sup>th</sup>, 2016 Annual Children's Christmas Party
- December 23<sup>rd</sup> & 24<sup>th</sup>, 2016 **Christmas Grand Market**

Since the start of 2017 the Membership Services Committee has added fifty-five (55) new members to our active list.

The Membership Services Committee would like to thank all members for their continuous support to the JCA. Please be reminded that membership fees are due on March 31<sup>st</sup> of each year.

### Upcoming Events

- Annual Family Fun Day - Sunday July 9<sup>th</sup> 2017 **Venue** Dundas Driving Park, Hamilton, Ontario. Tickets are now on sale
- 55<sup>th</sup> Annual Flag Raising Ceremony - Sunday August 6<sup>th</sup> <sup>Toronto</sup> City Hall, Podium Roof Collaboration with the Office of the Consul General of Jamaica.
- Annual Seniors Appreciation Brunch - Sunday September 10<sup>th</sup>, 2017
- Annual Children's Christmas Party - Sunday, December 3<sup>rd</sup>, 2017



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## Women’s Committee - Radhika Garnett, Chair

### Overview of Year

#### Discussion / Forum

The Women’s Committee hosted a forum in September 2016 titled “Advocating for your child(ren) within the School System.”

The Panel Included:

- Dr. Enid Collins, Moderator;
- Michael Cammock, Teacher, Durham District School Board
- Chantal Garnett, Teacher, York Region Catholic School Board
- Sterling Lewis, Student, Post-Secondary School
- Jayden DeSousa, Student, Elementary School
- Vilma Garnett, Coordinator, JCA Saturday Morning Tutorial Program

The event was attended by students and parents school support staff who came to offer their expertise and mentorship to the parents requesting assistance in navigating the Ontario school systems with their children.

#### Annual Community Gifting Event

The Women’s Committee hosted the Annual Community Gifting Event in November 2016.

2016 Community Recipient: Matthew House; a community of 3 homes in central Toronto that welcomes and assists newly arrived refugee claimants.

We gathered with members of our community who gifted Matthew House and enjoyed a feature film presentation of “Jumping the Broom” and a short film presentation “77 days”.

We were honored to have the Community Gifting event attended by members of the ‘77 days’ film cast and crew including the film’s director, Shailene Garnett and producer Stephanie Baird who participated in the discussion about the film.

#### International Women’s Day Event

March 2017 Theme: #BE BOLD FOR CHANGE

“Call on the masses or call on yourself to help forge a better working world - a more gender inclusive world.”

Our celebration showcased women in our community who have succeeded in implementing changes for the betterment of their communities.

Our Program consisted of a lunch; talent showcase including songs, dances and a fashion show. Our Keynote Speaker Sandra Whiting had us all at the edge of our seats.

#### Acknowledgements

It has been proven many times over that the Women of the JCA Women’s Committee are all the best examples of the wonderful things women can achieve when women work together. The mentorship and comradery of this group are unparalleled. This is reflected in everything that is produced by the committee.

These accomplished women give their time, energy love and support to ensure this great organization continues to thrive for generations to come.

Special thanks are also extended to every member of the JCA Board and Hall Management staff who have been as present for Women’s Committee events as the members themselves.

#### Successes and Accomplishments

- The Women’s Committee released a statement in March 2017 re: Violence in Jamaica.
  - Excerpt:
  - *“We stand in solidarity with Latoya Nugent, the “Tambourine Army” of Jamaica, “WE- Change”, and all other groups that work with great effort to provide safe environments for women and girls, for their courage in raising awareness to these human rights violations.”*
  - This statement was shared with news and social media outlets.
- International Women’s Day Celebration --- successful; celebration came within budget
- Matthew House received considerable donation in 2016 from the Women’s Committee and supporters.
- Attendees of the September 2016 Forum on Advocating for your Children within the School System confirmed the event provided them with helpful information and community liaisons which continues to assist them in their endeavors to better understand the education system in Ontario.

#### Next Steps/Outstanding for Next Year

- October 2017 – Health Event
- November 2017 – Annual Community Gifting Event

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## Saturday Morning Tutorial Program – Vilma Garnett, Coordinator

### Overview of Year

The Saturday Morning Tutorial Program (SMTP) had another successful year of mentoring students in Grades 1 through 12, and college bound who came from the western end of Toronto, even reaching as far as Brampton and Aurora. Students were supported in subjects such as Language, Math, Science and Technology, French, Public Speaking and Youth Leadership, and African-Caribbean-Canadian Heritage.

In December the students celebrated the Season’s Festivities with “Hour of Code”, where they took part a national initiative online to learn how to write the computer program “Code” in order to design computer games for themselves and their friends.

This year’s Field Trip took them back in time to the underground heritage sites in Chatham, Ontario at the Uncle Tom’s Cabin Historic Site (Dawn Settlement), and the Buxton National Heritage Museum and Sites (Buxton, King Settlements), where they were able to get an account of settlement issues from descendants of the former slaves of the U.S.A. who were able to escape the brutality of both slave-owners and the government of the time. The trip also attempted to give perspective on the current issues surrounding Canada’s Refugees Acceptance Agreement.

#### Acknowledgements

We are grateful for the consistent dedication of the volunteer tutors/mentors, and would like to formally recognize: We’d like to extend our appreciation to the Women’s Committee for launching the discussion at the beginning of the year to parents on the of topic, “How to Advocate for Your Child(ren) in the Public School



Sector". We must also acknowledge the parents who have entrusted the care of their children and the children's wellbeing to us each Saturday morning.

### Successes and Accomplishments

This year the program experienced registration of over 60 students, of these, 15 participated in the extended hour for the Robotics program. The program also generated interest from other agencies that sent representatives to observe its operations.



## JCA Signature Events – Sylvanus Thompson

### BOONOOONOS BRUNCH

The Jamaican Canadian Association hosted the **Annual Boonoononos Brunch on Sunday, February 12, 2017**. This event was a Black History Month celebration which was also used to recognize individuals from the African/Caribbean community for outstanding achievements.

A large number of elected Municipal, Provincial and Federal officials and business leaders were in attendance at the celebrations, which was held under the distinct patronage of Mr. Lloyd Wilks, Consul General of Jamaica. The Theme was ***The Crisis in Black Education*** and Peel District School Board Trustee Suzanne Nurse was the keynote speaker.

The following individuals were recognized for distinguished service and outstanding achievements:

- Hon. Mitzie Hunter, Minister of Education
- Dr. Gervan Fearon, President, Brandon University
- David Mitchell, Assistant Deputy Minister, MCYS
- Staff Sgt. (Ret) Ezra 'Tony' Browne

There were a number of very entertaining cultural performances and an exciting and interactive Black History Trivia lead by MC Marcia Brown. Special mention must be made of the generous support from the Jamaica Tourist Board and Jamaica National.

### Black History Month Celebration

The Annual JCA event to celebrate Black History Month was held on Thursday, February 24, under the theme "*The Crisis in Black Education*." Over 500 students and teachers from a number of Toronto High and Middle Schools attended and participated in the cultural celebration which was jointly hosted by Kerry Lee Crawford of G98.7 FM Radio.

The Keynote Speaker was George Dei, a professor at Ontario Institute for Studies in Education of the University of Toronto. Professor Dei is known for his anti-racist research, particularly anti-racist approaches to education. Other presenters included Luther Brown, Principal of the Africentric Alternative School; Robert Small, Legacy Black History Month poster artist; Film Director and Writer Sudz Sutherland, Mr. Lloyd Wilks, Consul General of Jamaica; and Officers from the Ontario Provincial Police (OPP). Messages were sent by the Hon Mitzie Hunter, Minister of Education and Toronto School Board Trustee Tiffany Ford, who were unable to attend. All of the very entertaining yet educational performances were done by the students.

Planning Committee: Dr. Sylvanus Thompson (Chair), CFCAN staff members Mary Mark and Grace Williams. There was tremendous support from the CAFCAN staff on the day of the event.



### SPELLING BEE

Spelling Bee of Canada is an educational organization that encourages youth, parents, teachers and the community at large to participate in the education process. It is a stimulating educational program, outside the regular school curriculum, which focuses specifically on English language basics. Under the Theme "*Education and Perseverance = Success*", the organization coordinates the organization of annual community spelling bees aimed at children and youth 6 – 14 years of age. The participants are placed in one of three categories: Primary, Junior and Intermediate based on their age.

The North York West Chapter of the Bee was established at the JCA a number of years ago. A dedicated group of volunteers are responsible for planning the annual event, coaching the participants and to act as officials on the day of the regional competition. Over 200 students participated in the 2017 competition and the winners from each category represented the JCA Chapter at the provincial finals.







#### 14<sup>TH</sup> ANNUAL JCA SCHOLARSHIP AWARDS

The JCA Scholarship Awards program was established to provide financial assistance to students from the African/Caribbean communities, who are pursuing post-secondary studies in Ontario universities or colleges. The 14<sup>th</sup> Annual Awards presentation was held on September 17, 2016 under the Theme: ***"Why Wait...The Future Doesn't"***.

Due to the generous support of the various scholarship sponsors, donors, and others who have made significant contributions to the scholarship fund, thirty three (33) students were awarded scholarships at a value of \$40,000. This brought the total amount of funds awarded from the inception of the program to over \$500, 000 to approximately 440 students. Three of the sponsors were given special recognition for their continued generosity to the program.

A very inspiring message was delivered to the recipients by the keynote speaker the Hon Mitzie Hunter, Minister of Education. Additionally some of the recipients performed to the delight of the large number of attendees while MC Kerry Lee Crawford, G98.7FM, was very entertaining.



#### CAFCAN's YEAR IN REVIEW - Kemi Jacobs, Chair

It has now been 3 years since CAFCAN was incorporated as a separate organization. While the 2016/17 fiscal period has focused on the transition to totally separate the two organizations, the process is still underway. Highlights of the year include work with JCA on the Children's Aid Consultations with the Black community, continued program delivery and a consultation with stakeholders.

There were significant staff changes in the fiscal period, and the Interim CEO/ED, Everton Gordon, has moved on to new opportunities. Allison Creighton, Joe Boateng and Abimbola Fajobi, also transitioned from the organizations, and we thank them all for their contributions to the organizations and wish them every success in their future endeavors. As CAFCAN seeks a new Executive Director to lead the organization in the next exciting phase of it's evolution, managers Grace Williams and Mansur Mussa have assumed the responsibility of Interim Co-Directors during the transition. We thank them for their continued commitment to the organization, and to the staff team who deliver programs to the African, Caribbean and diasporic communities.

Strategically, while the operational separation has been completed, the organizations continue the process of finalizing the legal separation. This process has proven more complex than originally anticipated, and the transition plan has had to be adjusted to allow more time to finalize outstanding legal and financial details. It is anticipated that this process will be completed in the first quarter of the new fiscal period.

The review of programs which was completed this year showed that clients are generally satisfied with the services delivered by CAFCAN. There is always room for improvement and growth, and in the coming period there will be a strong emphasis on continuing to enhance the services delivered.

The organizations, CAFCAN and JCA, remain committed to supporting each other. Our boards continue working to finalize the separation, working together to ensure continued success of both organizations and to ensure that on-going challenges are addressed constructively.

#### OVERVIEW OF CAFCAN'S SOCIAL SERVICES

Counselling, advocacy and support for individual, family and group and which comprised of: Centralized Intake; Leaders In Partnership Program; Parenting Program & Violence Against Women

#### CAFCAN Employment Services

The Employment Program was recently expanded in terms of the funding base by the funder Ministry of Training Colleges and Universities (MTCU). CAFCAN is one of "Canada-Ontario Job Grant" delivering agencies. As well, we are providing employment counseling and support for both adults and youths.



**Youth Outreach Worker Program:** Service Deliver Area

- Toronto North Quadrant & Toronto North-West, East of Yonge.

The frontline staff work with the two main School Boards, advocating and engaging clients as well with Toronto Police Services, CAS, CCAS, Criminal Justice/Probation, Housing, Employment/Pre-employment, Family Support, Mental Health & Addiction, Income Support, LGBTQ Services, Recreation & Sports Relationship/ Domestic Violence and in Primary Health.

**Family Support Services**

Designed to assist youth and families experiencing conflict to develop their communications skills and coping strategies.

**Leaders In Partnership Program**

This is a 10-week early intervention program in collaboration with the Toronto District School (TDSB) and Toronto Police 31 Division, aimed at addressing the social and emotional needs of children identified as being at risk.

**Violence against Women Program**

Support to women and children who are experiencing or have experienced domestic violence, individual and family counseling, safety planning and advocacy/referrals.

**Parenting Program**

Support 10-week group program which includes effective parenting skills, dealing appropriately with anger, effective communication skills and coping strategies, individual and family counseling, advocacy and family case conference.



**Volunteers**

JCA relies extensively on members and volunteers to run the organization. We acknowledge and thank the following individuals for your commitment to JCA.



**Membership Committee**

- Pam Reynolds – Chair
- Mary Green
- Janet Samms
- Theo Beckford
- Sylvia Edwards
- John Forde
- Len Moore
- Dean Parker
- Dorothy McCurdy
- Jennie Fagan-White
- Margarita Phipps
- Aldaine Hunt
- Ivorine Forde
- Shirley McKoy
- Nadine McLean
- Resource Committee**
- Jennifer McFarlane
- William Jenkins
- Winston Harding



**Women's Committee**

- Radhika Garnett – Chair
- Amy Nelson
- Bernice Bailey
- Camille Hannays-King
- Carmen Sutherland
- Charmaine Sewell
- Daphne Bailey
- Dorothy McCurdy
- Dr. Enid Collins
- Eunice Graham
- Haslene Davis
- Ismay Murray
- Joycelyn De Sousa
- Juliette Saunders
- Lecia McKenzie
- Mary Green
- Norma Clarke
- Pamela Powell
- Raphaelita Walker (late)
- Ruby Collymore
- Shirley McDonald
- Sylvia Edwards



**Building Committee**

Owen Dunbar - Chair

Jennifer McFarlane

Glenford Gordon

Mr. Johnson

Leon Sutherland

Dwight Gordon

Doug Robertson

**Constitution Committee**

Erma Collins

Eunice Graham

Daphne Bailey

Lana Salmon

**Nomination Committee**

Lisa Crowell – Co-Chair

Danavan Samuels – Co-Chair

Audrey Campbell

Simone Banton-Piper

Alton Brooks

**Finance Committee**

Glenroy Williams – Chair

Adaoma Patterson

William Jenkins

Owen Dunbar

**Business Plan Committee**

Roy Williams – Chair

Adaoma Patterson

Audrey Campbell

Renea Douglas

Alton Brooks

Glenroy Williams

Owen Dunbar

**Saturday Morning Tutorial Program**

Vilma Garnett – Coordinator

Christopher Lyn

Jerome Whyte

Marguerite McGuire

Shanyce Anderson

Janet Samms

Barbara Watson

Antonette Cassanova

Gloria Maragh

Megan Atkinson

Dwayne Osbourne

Ionie Grizzle

Rhonda King

Judith Spence

Laurene Williams

Allison Knibb of Ebony Toastmasters

Team of professional engineers:

Donald Ogilvie

Sean Brown

**Raffle Committee**

Herman Stewart - Chair

Audrey Campbell

Herrol Mattocks

Alvin Knight

Bruce McDonald

Janet Samms

Daphne Bailey

Hyacinth Wilson

Simone Banton-Piper

Cyndi Anderson

Pauline Reid

Edna Smith-Bowes

Roy Williams

Grace Williams

Barbara Thomas

Gifford Walker

Hermine Johnson

Winston Johnson

**2016 Gala Committee**

Leo Campbell - Co-Chair

Chris Campbell - Co-Chair

Jocelyn De Souza

Charmaine Sewell

Audrey Campbell

Pam Reynolds

Janet Samms

Angela Huggan

**Canadian Citizenship JCA members**

Valarie Steele

Janet Samms

Pam Reynolds

Leo Campbell

Alton Brooks

Audrey Walters

**Let's Get Together for Haiti - Relief Concert**

Dr. Sylvanus Thompson - Chair

Simone Banton-Piper

Hewitt Loagie

Glenford Williams

Pam Reynolds

Alton Brooks

Grace Williams

Valarie Steele

**Awards Committee**

Hyacinth Wilson - Chair

Barbara Thomas

Pam Reynolds

Kingsley Gilliam

Dr. Enid Collins

Leo Campbell

Adaoma Patterson

**Boonoonoonos Brunch**

Dr. Sylvanus Thompson - Chair

Audrey Campbell

Glenford Gordon

Michelle McKenzie – Dolly

Grace Williams

Hewitt Loague

Simone Banton-Piper

Pam Reynolds

Alton Brooks

Kellie Spence





### Spelling Bee

Dr. Sylvanus Thompson (Chapter President)

Ian Edwards

Dan Hamilton

Tamara Gordon

Audrey Campbell

Enid Campbell

Jeannette Lemon

Dwight Gordon

Radhika Garnett

Charmaine Sewell

Dwaine Osbourne

Roseanne Henlon

Heather Robinson

Charmaine Garnett

Michelle McKenzie-Dolly

### Scholarship Committee

Dr. Sylvanus Thompson - Chair

Dr. Vincent Conville

Grace Williams

Edeva Smith

Yolande Davidson

Roseanne Henlon

Julie Spence

Judith Spencer

Basil Thomas

Ian Edwards

Edward Smith

### Walk Good 2017

Alecia Junor

Alton Brooks

Daphne Bailey

Dean Parker

Glenford Gordon

Grace Williams

Hermine Johnson

Leo Campbell

Margarita Phipps

Monty Lewis

Mrs. Spencer

Pam Reynolds

Renea Douglas

Ricardo Duncan

Sandra Whiting

Sylvanus Thompson

Theo Beckford

Yolande Davidson

*We apologize for any errors or omissions in the volunteer lists.*

## Volunteer today!



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# Independence Gala

Presented under the patronage of  
The High Commissioner for Jamaica to Canada  
*Her Excellency Janice Miller*

Saturday, August 5, 2017  
6:30 pm



Keynote Speaker: Ontario Court of Justice  
*The Hon. Justice Donald F. McLeod*



MC Kerry Lee Crawford  
G98.7 FM Radio Station



MC Marcia Brown  
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+  
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Tickets  
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**The Jamaican Canadian Association acknowledges the generous contribution of our members and donors. The following list represents donations over \$500 during the previous twelve month period.**

Adaoma Patterson  
Aides Property Management  
Allied Construction Employees Local 1030  
Arbor Memorial Inc.  
Association of Black Law Enforcement  
Aubyn Jane Porter  
Barbara Thomas  
Belmont Concrete Finishing  
Bernice Bailey  
Beryl Nugent  
Canadian Tire Corp.  
Caribbean Canadian Seniors Club  
Carol Fearon  
Carpenter Union Central ON Regional Council  
Carpenters & Allied Workers  
Carpenters Local 397  
Charis Newton-Thompson  
Daphne Bailey  
Domino Club  
Drywall Acoustic Lathing  
Earline & Weston Little  
Erma Collins  
Eunice Graham  
Eva & Edeva Smith  
Form X  
Francis McDonald  
Gifford Walker  
Grace Williams  
Healthcare Office & PEU 2220  
Herman Stewart  
Hewitt Loague

Humber College  
Humber River Black Creek  
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— Kamala Jean Gopie  
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— Marcia & Tamara Gordon  
Marcia Brown  
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